

# Violet Hagenes

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## SUMMARY

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HR Manager with a track record building high-impact solutions and improving retention.

## EXPERIENCE

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### HR Manager — Hagenes - Hayes (2014 - 2015)

- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 192 roles across EMEA/US, reducing time-to-hire by 19%.
- Implemented a performance review program which improved engagement scores by 14 points.

### People Operations Manager — Braun and Sons (2014 - Present)

- Led recruitment for 52 roles across EMEA/US, reducing time-to-hire by 34%.
- Implemented a performance review program which improved engagement scores by 12 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Pfannerstill - Runolfsson (2016 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 139 roles across EMEA/US, reducing time-to-hire by 36%.

### HR Business Partner — Reichert - Hand (2023 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 6%.
- Led recruitment for 135 roles across EMEA/US, reducing time-to-hire by 12%.

### HR Manager — Davis LLC (2016 - 2023)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 30 roles across EMEA/US, reducing time-to-hire by 37%.
- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Implemented a performance review program which improved engagement scores by 7 points.

## CORE SKILLS

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### Talent

Sourcing • Recruitment • Employer Branding

### Operations

Benefits Administration

### People Practices

L&D • Performance Management • Employee Relations • Succession Planning

### Compliance

Diversity & Inclusion • Employment Law • GDPR

## EDUCATION

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B.A. Business Administration, Hirthe - Heller Institute (2024)

## PROJECTS

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**adulescens solutio** - Future-proofed optimizing contingency

**apud velum** - Managed heuristic website <https://direct-gerbil.info>